



CAREER OPPORTUNITY

Lead Accountant GS-510-14

ANNOUNCEMENT NO.: 04H-905-PMB

OPENING DATE: 08-12-04

CLOSING DATE: Must be received by 08-19-04

POSITION: Lead Accountant, GS-510-14
(Full Performance Level is GS-14)

SALARY: GS-14 \$85,210 -\$110,775 per annum

LOCATION: Office of Chief Financial Officer, Office of Financial Administration, Accounting Liaison and Quality Assurance Branch, Washington, DC

AREA OF CONSIDERATION: Any U.S. Citizens

COMPETITIVE STATUS REQUIRED: Competitive status is not required. U.S. citizenship is required.

This position is a permanent appointment with a full-time work schedule.

THIS POSITION IS DESIGNATED AS REGULAR FUNDED

DUTIES AND RESPONSIBILITIES: The incumbent serves as Lead Accountant (technical expert) with responsibility for providing credit reform technical advice and counsel to accountants, financial specialist, management and others on problems of an abnormal and complex nature. The incumbent may organize and lead project and analysis teams of accountants, financial specialist and others and is delegated program authority to accomplish the goals and objectives of the Office of the Chief Financial Officer (OCFO). As a technical authority in the area of financial accounting, general ledger reporting, accounting policies and procedures and accounting operations for Federal credit programs, the incumbent exercises broad responsibilities to solve very complex problems pertaining to Federal finance/accounting. In this capacity, the incumbent: leads in identifying credit reform problem areas issues and areas, determines appropriate actions required to improve operating program effectiveness, and maintains the integrity of the Agency's financial information; plans, designs and conducts comprehensive studies of significant scope and complexity relative to the credit accounting program and/or functions thereof; provides technical guidance and assistance in the conduct of special analyses and reviews of Agency financial management, program activities, and financial information; provides direction to the development and monitoring of the SBA's internal/external control programs covering credit program financial management and accounting processes, practices, systems and activities of the SBA; leads in the creation, development, modification and installation of reporting and control mechanism pertaining to accounting and financial information and related methods of internal/external control to ensure complete disclosure of the SBA's credit program financial activities in an accurate, timely, and reliable manner to provide adequate management information and effective administrative practice; reviews the credit subsidy models; implements effective and efficient controls within the policies, procedures, processes and systems of the OCFO; and provides direct support and assistance to oversight activities conducted by the OCFO.

Any individual eligible for consideration under the Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

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QUALIFICATION REQUIREMENTS: The following is an excerpt from the OPM Qualification Standards Handbook for General Schedule Positions. These standards are available in all Human Resource Offices for review. Applicants must have one year of specialized experience which is in or directly related to the line of work of the position to be filled and which has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position. Specialized experience must have been at least equivalent to the next lower grade level in the Federal service. Time-in-grade requirement applies to applicants considered under merit promotion procedures. Applicants must meet the time-in-grade requirement within 45 days of the vacancy announcement closing date.

QUALITY RANKING FACTORS (QRFs) USED IN THE RATING PROCESS: Applications will be evaluated on each of the following QRFs. To receive full credit, applicants must submit a narrative description of their experience, education, training, etc. relative to each QRF. Be specific and limit responses to no more than one page per factor. If you are found qualified, this information will be heavily relied upon in the rating process. Please provide information in the following order:

1. Knowledge of Federal credit reform modeling and accounting policies, procedures, financial systems, general ledger and reports
2. Ability to analyze complex financial management data and activities.
3. Ability to provide leadership to a project team.
4. Skill in communicating in writing.
5. Skill in communicating orally.

APPLICATION REQUIREMENTS:

You may use any written format you choose to apply for this position. However, your application or resume must include all of the items listed in Optional Form (OF) 612, Optional Application for Federal Employment (available at <http://www.opm.gov/forms/html/of.htm#of612>). Only your application or resume will be used to determine if you meet the minimum qualifications for the job and the grade level(s) for which you are qualified. If your application or resume does not include the required information, you may lose consideration for the job. You should also submit:

- Supplemental statement addressing the quality ranking factors.
- If you are a current or former Federal employee, a copy of your most recent SF 50, Notification of Personnel Action.
- If you are a current or former Federal employee, a copy of your most recent performance appraisal (dated within one year of the closing date of this announcement).
- If you claim 5-point veteran preference, submit your DD Form 214, Certificate of Release or Discharge from Active Duty. If you claim 10-point veteran preference, submit a SF-15, Application for 10-point Veteran Preference and proof required by that form. The SF-15 is available at <http://www.opm.gov/forms/html/sf.asp>

Individuals who are current career or career-conditional employees in the Federal service or are eligible for reinstatement to the Federal service (check <http://www.usajobs.opm.gov/EI2.asp> to see if you are eligible) have competitive status and may be considered under both competitive examining and SBA's Merit Promotion and Placement Plan. Status applicants who wish to be considered under both procedures must submit two complete applications. When only one application is received from a status applicant, it will be considered under SBA's Merit Promotion and Placement Plan only.

Individuals who do not have competitive status and who are not eligible under a special appointing authority will be considered under competitive examining procedures only.

Veteran preference only applies to applicants applying under competitive examining procedures. Information about veteran preference is available at <http://www.usajobs.opm.gov/EI3>. The time-in-grade requirement only applies to current Federal employees applying under SBA's Merit Promotion and Placement Plan.

If you are applying for special selection priority under SBA's Career Transition Assistance Plan (open to surplus SBA employees only) or the Interagency Career Transition Assistance Program (see <http://www.opm.gov/ctap/index.asp> for eligibility requirements), you must submit one of the following as proof of your eligibility: reduction-in-force (RIF)

separation notice; Notification of Personnel Action (SF 50) showing separation by RIF or removal for declining a directed reassignment or transfer of function outside the local commuting area; certificate of expected separation or other notice that you are surplus employee or eligible for discontinued service retirement; notice from a Federal agency that your injury compensation has been or is being terminated and that it cannot place you; notice from the Office of Personnel Management terminating your disability annuity; or notice from the military or National Guard that you retired under 5 USC 8337(h) or 8456.

If you are eligible for special selection priority based on RIF, declining a directed reassignment or transfer of function outside the commuting area, retiring on the effective date of a RIF or retiring under the discontinued service retirement option, you must also submit a copy of a Notification of Personnel Action (SF 50) which shows the promotion potential of the career or career-conditional position from which you have been or will be separated and a copy of your last performance rating of record.

If you are applying for special selection priority under the Federal Employment Priority Consideration Program for Displaced Employees in the District of Columbia Department of Corrections or Interagency Career Transition Assistance for Displaced Panama Canal Zone Employees, you must submit a copy of your RIF separation notice.

To be found well-qualified for special selection priority by the Small Business Administration, you must meet the minimum qualification requirements for the position, including any selective factors and receive at least two-thirds of the total possible points for the quality ranking factors.

If you wish to be considered under a special appointing authority (e.g., disabled, Veterans Employment Opportunity Act, etc.) you must indicate on your application or resume the authority under which you are applying and include proof of your eligibility.

OTHER PERTINENT INFORMATION: Payment of Relocation Expenses Is Not Authorized.

The U.S. Small Business Administration provides reasonable accommodation to job applicants and employees with disabilities unless the accommodation would impose an undue hardship on the Agency. If you need a reasonable accommodation for any part of the application or interview process, please contact Pat Boyd, Human Resources Specialist, at 202-205-6085 (telephone), 202-481-2266 (fax), or pat.boyd@sba.gov. If you are hearing impaired, you may call the Federal Information Relay Service at 1-800-877-8339 for assistance in contacting the person named above. Decisions for granting reasonable accommodations are made on a case-by-case basis.

If you are a male over age 18 who was born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal job.

Your application contains information subject to the Privacy Act (P.L. 93-579, 5 USC 55A). The information is used to determine qualifications or employment, and is authorized under Title 5 of the United States Code Sections 3302 and 3361.

An employee selected from a competitive register must serve a one-year probationary period and may be terminated because work performance or conduct during this period fails to demonstrate fitness or qualifications for continued employment (5 CFR 315.804).

If selected, you will be required to provide documents proving that you are eligible to work in the U.S.

NOTE: Only material required by this announcement will be used to rate your application. Your application will **not** be returned to you.

Any individual eligible for consideration under the Career Transition Assistance Plan for Displaced Employees or under special hiring authorities, e.g., handicapped, etc., should indicate on their application if they are applying under a special program and submit proof of eligibility with their application.

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HOW TO APPLY: APPLICANTS HAVE SEVERAL OPTIONS IN APPLYING FOR THIS POSITION:

1. Applicants are **strongly encouraged** to apply for this position by E-mail: HRJOBAPPLICATIONS@SBA.GOV OR by Fax on 202-481-4930. Be sure to include your name and the vacancy announcement number on your correspondence. Illegible applications will not be considered, nor will you be contacted to submit another application.
2. You may mail your application to the following address: Small Business Administration, 409 Third Street SW, Suite 4200, Office of Human Capital Management, Washington, DC 20416, ATTN: Phyllis Brandford (04H-905-PMB). All applications must be received by the closing date in order to receive consideration.
3. You may submit your application in person at the address above.

The use of U.S. Government postage-paid envelopes for the filing of job applications is a violation of the Office of Personnel Management and Postal Service regulations. Penalties include fines of up to \$300 and/or disciplinary action under SBA regulations.

Personally delivered, e-mailed, faxed and mailed applications must be received by close of business (5 p.m.) on the closing date of the announcement. We are not responsible for errors in fax or e-mail, therefore, it is recommended that you call or email to verify that your application has been received on or prior to the closing date.

APPLICANTS WILL BE EVALUATED ON THE FOLLOWING:

If you meet the minimum qualification requirements, you will be evaluated on:

- Quality Ranking Factors (all applicants)
- Training completed in the last 5 years (for merit promotion only)
- Awards received in the last 3 years (for merit promotion only)
- Performance rating of record dated within 1 year of vacancy announcement closing date (for merit promotion only)
- Veteran preference (for competitive examining only)

All qualified applicants will receive appropriate consideration without regard to non-merit factors such as race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, political affiliation, or any other characteristics not bearing on job performance.

For additional information or forms contact Phyllis Brandford on (202) 205-6214.